

Pastor Job Description

Drenthe CRC

Purpose Summary

The pastor serves Christ by equipping Drenthe CRC to fulfill Christ's mission in the community of Drenthe.

[cf. Form of Ordination, church Order, Art. 11]

Responsibilities

1. *Ministry of Prayer*

- a. Pray for the spread of the gospel through his own life and ministry, Drenthe CRC's life and ministry, and the community of Drenthe (Acts 6:4).
- b. Work with the elders to equip the congregation of pray for the same (Colossians 4: 2-6).

2. *Ministry of Word and Sacrament*

- c. Preach and teach in the Spirit's power (1 Corinthians 2:4) in ways which...
 - i. Faithful witness to the gospel and kingdom of Jesus Christ (Acts 8:12, 1 Corinthians 1:23).
 - ii. Call people to profess and demonstrate their trust in Jesus Christ (Acts 16:30-21).
 - iii. Equip members for good works by revealing truth and lies, right and wrong, obedience and rebellion (2 Timothy 3:16-17, 4:2).
- d. Work with the Music Directors, Tech Director & Looking Up committee to lead Drenthe CRC in weekly worship.
- e. Work with the Education Directors & Growing Deep committee to equip leaders and members to grow in grace and in knowledge of the Lord and Savior (2 Peter 3:16).
- f. Work with the Reaching Out Committee to Actively engage in personal evangelism (2 Timothy 4:4) and Reaching Out committee.
- g. Work with elders to administrate the sacraments of baptism and the Lord's Supper (1 Cor. 11:2-34).
- h. Work with council to ensure the Drenthe CRC's ministries are in good order and in line with the gospel (Col 2:5; Gal. 2:14).

3. *Ministry of Leadership (Shepherding)*

- i. Vividly and consistently convey Drenthe CRC's God given mission (Matthew 28:19-20).

- j. Identify, equip and encourage present and emerging leaders (particularly elder, deacons, and ministry directors) in the use of their gifts for Drenthe CRC's purposes (Ephesians 4:11-13).
 - k. Work with the elders to lead members into gospel service using the gifts the Spirit has given (Romans 12:6-8, 1 Corinthians 12:1-6).
4. *Ministry of Care (Shepherding)*
- l. Follow up and meet with those who visit Drenthe CRC's worship services.
 - m. Work with elders to regularly express Christ-like love and hospitality to members.
 - n. Work with elders to regularly counsel and discipline (i.e. guide, encourage, warn) members.
 - o. Work with elders to visit the sick in order to pray for and with them (James 5:13-16). [cf. Form of Ordination, church Order, Art. 12]

Character Required

Belief: Demonstrated knowledge of the Scripture, gospel truth, and Reformed confessions (Titus 1:9)

Demonstrated confidence in the power of the gospel (Romans 1:16, 1 Corinthians 1:18).

Demonstrated dependence on the Holy Spirit to guide and empower for ministry.

Practice: Demonstrated accountability for life-transformation through consistent scripture reading, prayer, and confession.

Demonstrated ability to teach, privately and/or publicly (1 Timothy 3:2).

Demonstrated ability to lead his family, if applicable (1 Timothy 3:4).

Attitude: Displayed fruit of the Spirit (love, joy, peace, patience, kindness, goodness, faithfulness, gentleness, and self control).

- Demonstrated sacrificial love for Christ's sheep (Acts 20:28).
- Demonstrated gentleness (1 Timothy 3:3).
- Demonstrated self-controlled (1 Timothy 3:3)
- Demonstrated hospitality (1 Timothy 3:2).
- Demonstrated maturity and security in the faith (1 Timothy 3:6).
- Demonstrated respect to those outside the faith (1 Timothy 3:17).
- Demonstrated courage to contend for the gospel truth (Titus 1:9).

Competencies Involved (Gifts and Skills)

- Leadership Ability (Romans 12:8).
- Preaching and Teaching Ability (Ephesians 4:11).
- Faith (1 Corinthians 12:10)
- Discernment (1 John 4:1)
- Shepherding Ability (1 Peter 5:2)
- Encouragement (Romans 12:8)
- Vision

Time Requirements

Hours: Full-time (40-50 hours per week)

Length of Service

Continuous until another pastorate is accepted.

Accountability

- Called by the congregation.
- Accountable to council generally and elders directly for the fulfillment of his responsibilities.
- If the council deems that the pastor is unwilling or unable to fulfill his responsibilities, develop required character traits, or lacks competencies to lead Drenthe CRC, the pastor agrees to actively pursue another call.
- Works closely with elders, deacons and other ministry leaders.

Training and Development

The pastor is encouraged, with approval of the elders, to seek out professional and personal development seminars. He is also urged to spend much time in Bible reading and prayer.

Continuing Education Funds provided by approval of council.

Specific Duties

Preaching

- Will be responsible to preach a morning and evening Sunday services with up to two services per month off.
- Will be responsible to preach local church recognized holidays and prayer services (Thanksgiving, Christmas, New Year's, CRC recognized prayer days, etc.).
- Will be required to perform council approved weddings and funerals if requested by members of the congregation for members of the congregation.

Administrative

- Will be responsible to provide reports and information as requested by the elders/council.
- Will submit a monthly report to the elders reporting on that month's activities. To be presented at the monthly elders meeting.
- Will be responsible to represent the Drenthe CRC at the meetings of Zeeland Classis whenever they are required.
- Will oversee the work of the music director to assure that worship music and worship services are set up in such a way as to be honorable to worshiping God.
- Will oversee the work of the Education Directors.

Teaching

- Will be responsible for teaching:
 - The overseeing of the teaching of 11th and 12th grade Catechism
 - The overseeing of the teaching of Adult Sunday School
 - Seniors Bible Study (combined men and women)
- Will work with and assist individuals who have a desire to make profession of faith.

Shepherding

- Will be required to visit the shut in's quarterly (can be done by doing communion along with an elder).
- Will be required to visit those who are hospitalized for surgery or injuries:
 - Will meet with family prior to an extended stay surgery at home, at the hospital the day of the surgery and at the hospital after the surgery if the member remains in the hospital over 5 days.
 - Out patient surgery will require a phone call asking if they desire a visit
 - Will make an attempt to visit families of the congregation who have had babies while in the hospital or within a week after the child's birth at their home.
- Will be required to visit monthly those in extended care facilities for rehabilitation.

- Will be required to visit members who are incarcerated yearly or as often as the elders deem necessary.
- Will be required to meet and council any of the members requiring spiritual support.
- Funeral and visitation requirements: for the death of a non-member of our congregation the pastor shall be required to visit the local funeral home if that non-member has an immediate family member who belongs to Drenthe CRC (ex: father, mother, brother, sister, child).